

**IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF GEORGIA
ATLANTA DIVISION**

LATONYA T. BANKHEAD and)
JUSTIN HALL on behalf of themselves)
and all others similarly situated,)

Plaintiffs,)

v.)

Case No. 1:17-cv-02910-LMM-CCB

FIRST ADVANTAGE)
BACKGROUND SERVICES CORP.,)

Defendant.)

**DECLARATION OF JENNIFER M. KEOUGH REGARDING SETTLEMENT
ADMINISTRATION**

I, Jennifer M. Keough, declare and state as follows:

1. I am the Chief Executive Officer of JND Legal Administration (“JND”). JND is a legal administration services provider with headquarters in Seattle, Washington. JND has extensive experience with all aspects of legal administration and has administered settlements in hundreds of class action cases.

2. JND is serving as the Settlement Administrator (“Administrator”) in the above-captioned litigation (“Action”) as ordered by the Court in its Preliminary Approval Order (“Order”), dated April 30, 2019. This Declaration is based on my personal knowledge, as well as upon information provided to me by experienced JND employees, and if called upon to do so, I could and would testify competently thereto.

CLASS MEMBER DATA

3. On May 1, 2019, JND received a spreadsheet from Defendant containing, among other information, the names, mailing addresses, email addresses, and case dispositions for Settlement Class Members. Defendant also provided Exhibit A and Exhibit B to the Settlement Agreement, the disposition lists defining the Class Members Entitled to Autopay (“Autopay Class Members”) and the remaining Class Members who would be required to submit Claim Forms to receive payment (“Non-Autopay Class Members”). Prior to analyzing for duplicates, the file contained a total of 56,594 potential Class Member records.

4. Prior to mailing and emailing notices, JND analyzed the raw data and removed 1,805 records with dispositions that did not appear in the disposition lists and which Defendant confirmed had been excluded following negotiations between the Parties. JND also identified and removed 31,324

duplicate records, ensuring that if any Autopay disposition was associated with a Class Member, even if that Class Member also had records with Non-Autopay dispositions, that Class Member would be designated as an Autopay Class Member. At the conclusion of this analysis, a total of 23,465 unique Class Members were identified, including 19,477 Autopay Class Members and 3,988 Non-Autopay Class Members.

5. JND updated Class Member mailing addresses using data from the National Change of Address ("NCOA") database. The raw data did not include contact information for two Class Members, and JND was unable to locate a mailing address for these Class Members through additional research. The final Class Member data was promptly loaded into a database established for this Action.

CAFA NOTICE

6. In compliance with the Class Action Fairness Act ("CAFA"), 28 U.S.C. § 1715, JND compiled a CD-ROM containing the following documents: Class Action Complaint, First Amended Class Action Complaint, Plaintiffs' Motion and Memorandum for Preliminary Approval of the Proposed Settlement and Memorandum in Support, Declaration of E Michelle Drake in Support of Plaintiff's Motion for Preliminary Approval of the Proposed Settlement (filed as an exhibit to Plaintiffs' Motion for Preliminary Approval), the Class Action Settlement Agreement and Release (filed as an exhibit to the Declaration of E Michelle Drake), and Proposed Preliminary Approval Order (filed as an exhibit to Plaintiffs' Motion for Preliminary Approval, which accompanied a cover letter (collectively, the "CAFA Notice Packet").

7. The CD-ROM was mailed overnight mail via FedEx on April 18, 2019, to the appropriate federal and state officials identified in the attachment to

the accompanying cover letter. A copy of the cover letter and service list attachment are attached as Exhibit A.

8. As of the date of this Declaration, JND has received no response to the CAFA Notice Packet from any of the recipients identified in paragraph six above.

NOTICE CAMPAIGN

9. **EMAIL NOTICE** – Pursuant to the terms of the Class Action Settlement Agreement and Release (“Settlement”), on May 10, 2019, JND sent by email a total of 18,215 Court-approved Email Notices, of which 1,633 “bounced” or were otherwise undeliverable. Accounting for undeliverable emails, 16,582 Class Members were successfully emailed a Notice that did not bounce for an email deliverability rate of 91%. Autopay Class Members and Non-Autopay Class Members were sent different versions of the Email Notice, representative copies of which are attached as Exhibit B.

10. **MAIL NOTICE** – Pursuant to the terms of the Settlement, on May 10, 2019, JND mailed the Court-approved Postcard Notices to the 23,463 Class Members for whom JND was able to locate a valid mailing address. Autopay Class Members were mailed a single postcard (“Autopay Postcard Notice”), and Non-Autopay Class Members were mailed a double postcard that included a postage-paid, detachable Claim Form. Representative copies of the Postcard Notices are attached as Exhibit C.

11. JND promptly re-mailed all Postcard Notices returned as undeliverable with a forwarding address. For all Postcard Notices returned as undeliverable without a forwarding address, JND promptly conducted advanced address research and re-mailed the Postcard Notices where an updated address was returned. Pursuant to the terms of the Settlement, any

Postcard Notices returned as undeliverable after two attempts at mailing (initial mailing and one re-mail) were deemed undeliverable.

12. As of the date of this Declaration, JND has tracked 1,503 Postcard Notices that were deemed undeliverable for an overall mailed deliverability rate of 93.6% for both Autopay and Non-Autopay Class Members combined. The net deliverability rate, taking both Emailed Notices and Postcard Notices into account, is 97.4%.

13. **REMINDER NOTICE** – Pursuant to the terms of the Settlement, on June 25, 2019, JND mailed the Court-approved Reminder Postcard Notice to the 3,603 Non-Autopay Class Members who had not yet filed a Claim Form or Exclusion Request, 266 of which were returned as undeliverable. A representative copy of the Reminder Postcard Notice is attached as Exhibit D. JND also emailed the Court-approved Reminder Email Notice to the 2,378 Non-Autopay Class Members who had not yet filed a Claim Form or Exclusion Request and who had a valid email address; 240 of the Reminder Email Notices “bounced” or were returned as undeliverable. A representative copy of the Reminder Email Notice is included in Exhibit D.

SETTLEMENT WEBSITE

14. On May 10, 2019, JND established the Settlement Website, www.bankheadsettlement, which hosts copies of important case documents, answers to frequently asked questions, and Administrator telephone and mail contact information. The website also allowed Class Members to submit a Claim Form electronically until the deadline passed on July 9, 2019. Additionally, on June 24, 2019, JND posted to the Important Documents page of the website a copy of Plaintiffs’ Memorandum in Support of Class Counsel’s Motion for an Award of Attorneys’ Fees, Costs, and Service Award for Class Representatives.

15. As of the date of this Declaration, the website has tracked 1,193 unique users who registered 4,078 page views. JND will continue to update and maintain the website for the duration of our administration of the Settlement.

TOLL-FREE INFORMATION LINE

16. In addition to the website, on May 10, 2019 JND established a case-specific toll-free number, 1-844-546-2346, which individuals may call to obtain information regarding the Settlement. Callers have the opportunity at each stage to speak to a live operator familiar with the Settlement who can respond to common questions and provide assistance. The line is available 24 hours a day, seven days a week, and live operators are available during business hours.

17. As of the date of this Declaration, JND has received 687 total calls to the toll-free line, of which 321 callers have opted to speak with a live operator. JND will continue to update and maintain the toll-free line for the duration of our administration of the Settlement.

REQUESTS FOR EXCLUSION

18. The Notices informed Class Members that any Class Member who wanted to exclude themselves or “opt out” from the Settlement must do so in writing, postmarked on or before July 9, 2019. Detailed instructions for opting out were included in the Settlement Agreement, Notice of Settlement, and FAQs available on the website.

19. As of the date of this Declaration, JND has received one request for exclusion. A List of Approved Opt-Outs is attached as Exhibit E.

OBJECTIONS

20. The Notices informed Class Members that any Class Member who did not like any part of the Settlement could object to the Settlement in writing,

mailed to the Court and the Settlement Administrator and postmarked on or before July 9, 2019. Detailed instructions for submitting an objection were included in the Settlement Agreement, Notice of Settlement, and FAQs available on the website.

21. As of the date of this Declaration, JND has not received and is not aware of any objections to the proposed Settlement.

CLAIMS RECEIVED

22. The Notices informed recipients that Non-Autopay Class Members were required to submit a Claim Form to receive a payment, postmarked or submitted electronically on or before July 9, 2019. The Settlement Agreement provided that Class Members Entitled to Autopay were not required to submit Claim Forms.

23. As of the date of this Declaration, JND has received a total of 684 Claim Forms, all of which were timely submitted. JND received 52 Claim Forms from Class Members Entitled to Autopay which are not included in the discussion below. The claim filing rate, not including Autopay Class Members, is 15.8%.

- a. **Approved Claims:** Of the total claims received, 613 were submitted by Non-Autopay Class Members and were complete.
- b. **Deficient Claims:** Of the total claims received, two claims were missing information as the claimants failed to sign the Claim Form.
- c. **Denied Claims:** Of the total claims received, 17 were denied as they were submitted by individuals who were not included on the Class List.

24. Although the claim filing deadline has passed, the number of timely claims may increase as timely postmarked Claim Forms are received. JND will continue to submit regular reports to the Parties regarding both timely and late claims received.

I declare, under penalty of perjury, under the laws of the State of Georgia that the foregoing is true and correct. Executed this 22nd day of July, 2019, at Seattle, Washington.



JENNIFER M. KEOUGH

EXHIBIT A



April 18, 2019

The United States Attorney General
And the Appropriate State Officials
Identified on Attachment A

RE: CAFA Notice of Proposed Class Action Settlement

Dear Attorney General or Appropriate State Official:

This notice is being provided to you in accordance with the Class Action Fairness Act ("CAFA"), 28 U.S.C. § 1715, and on behalf of Defendant, First Advantage Background Services Corp., in the below-referenced class action ("the Action"). A Motion for Preliminary Approval of Settlement Agreement was filed on April 8, 2019.

Case Name: *Bankhead v. First Advantage Background Services Corp.*
Case Number: 1:17-cv-02910-LMM-CCB
Jurisdiction: *United States District Court for the Northern District of Georgia Atlanta Division*
Date Settlement filed with Court: *April 8, 2019*

Pursuant to 28 U.S.C. § 1715 (b), the enclosed CD-ROM contains the following documents filed in the Action:

01 – Complaint.pdf

Class Action Complaint (Jury Trial Demanded), filed August 2, 2017

02 – First Amended Complaint.pdf

First Amended Class Action Complaint (Jury Trial Demanded), filed April 8, 2019

03 – Motion for Preliminary Approval.pdf

Plaintiffs' Motion and Memorandum for Preliminary Approval of the Proposed Settlement and Memorandum in Support, filed April 8, 2019, and attaching:

04 – Declaration of E Michelle Drake.pdf

Declaration of E. Michelle Drake in Support of Plaintiffs' Motion for Preliminary Approval of the Proposed Settlement, attaching:

Exhibit 1 – Class Action Settlement Agreement and Release

including All Dispositions, Autopay Disposition List, Long Form Notice, Email and Postcard Notice (version 1), Email and Postcard Notice (version 2), and Email and Postcard Notice (version 3)

05 – Proposed Preliminary Approval Order.pdf

[Proposed] Preliminary Approval Order

As of the date of this letter, an estimate of the number of potential Class Members in each state is not available. In order to ensure all proper parties are notified, we are providing this notice to the appropriate state officials in all 50 states, the District of Columbia, and U.S. territories.

If you have any questions regarding the details of the case and settlement, please contact defense counsel's representative at:

Edward Cadagin
Henry Chalmers
Arnall Golden Gregory LLP
171 17th Street NW
Suite 2100
Atlanta, GA, 30363
(404) 873-8500
Edward.Cadagin@AGG.com
Henry.Chalmers@AGG.com

For questions regarding this notice, please contact us at:

JND Legal Administration
1100 2nd Ave, Suite 300
Seattle, WA 98101
Phone: 800-207-7160

Regards,

/s/

JND Legal Administration

Enclosures

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Oklahoma City, OK 73105

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Oregon Department of Justice
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Salem, OR 97301

Josh Shapiro
PA Office of the Attorney General
Strawberry Square 16th Fl
Harrisburg, PA 17120

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Office of the Attorney General
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Ste 1
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Ken Paxton
Office of the Attorney General
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Austin, TX 78701

Sean D. Reyes
Office of the Attorney General
Utah State Capitol Complex
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Salt Lake City, UT 84114

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Attorney General's Office
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Montpelier, VT 05609

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Dpto. de Justicia de Puerto Rico
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St. Thomas, VI 00802

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Pohnpei State, FM 96941

Filimon M. Manoni
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Majuro, MH 96960

Ernestine K. Rengiil
Office of the Attorney General
P.O. Box 1365
Koror, PW 96939

EXHIBIT B

From: jennifer@bankheadsettlement.com

Sent:

To:

Subject: Bankhead v. First Advantage Settlement Notice

Notice of Proposed Class Action Settlement

Dear [FIRSTNAME][LASTNAME],

This court-authorized notice has been sent to you because a settlement has been reached in a class action lawsuit that was brought against First Advantage Background Services Corp., a background check company. The lawsuit is called *Bankhead v. First Advantage Background Services Corp.*, and you may be eligible to receive a settlement payment as you have been identified as a Class Member. Please read this notice carefully, as it explains your legal rights in this matter.

What Is the Lawsuit About?

Plaintiffs allege that First Advantage violated the Fair Credit Reporting Act ("FCRA") by allegedly producing background reports on individuals containing non-conviction information older than seven years from the date of the report. First Advantage vigorously denies the Plaintiffs' claim and denies all liability to Plaintiffs and the Class.

For detailed information about the lawsuit and the Settlement, please see the Notice of Settlement and review the Settlement Agreement, available at www.bankheadsettlement.com.

Am I a Class Member?

First Advantage's records indicate you are a Class Member. You are a Class Member because First Advantage produced a report about you between June 23, 2015 and January 27, 2019 that included one or more records older than seven years which included a term listed in Exhibit A to the Settlement Agreement in the disposition field. The records also indicate that you are a member of what the Settlement Agreement calls the Class Members Entitled to Autopay. Unless you opt out of the Settlement Class, you will automatically receive a settlement payment under the Settlement. **You do not need to file a Claim Form in order to receive a payment.**

What Can I Get?

If the Settlement is approved by the Court, you may also be entitled to a monetary payment. You will automatically receive money under the Settlement, unless you opt out of the Settlement Class. Other Class Members have to file Claim Forms, but you do not. Class Counsel estimates that payments likely are to be between \$56 and \$58 but this is only an estimate. The exact amount of the payment will depend on a number of factors, such as how many Claim Forms are submitted by other Class Members, the amount of attorneys' fees, Class Representative payment, and Court-approved administration costs.

How Would I Exclude Myself?

If you do not want to be a Class Member, you may exclude yourself from the Settlement Class by mailing a written notice to the Settlement Administrator by July 9, 2019. This would mean you would not receive a settlement payment, but you will retain your rights concerning the legal issue in the lawsuit. Detailed instructions on how to exclude yourself from the Settlement are available at www.bankheadsettlement.com.

What If I Do Not Agree with the Settlement?

If you do not exclude yourself, but do not like some aspect of the Settlement, you can also object. You or your lawyer can then appear before the Court and object to the Settlement. To object, you must

file a written objection with the Court by no later than July 9, 2019. Instructions on how to object to the Settlement can be found at www.bankheadsettlement.com.

Do I Have a Lawyer?

The Court has appointed a team of lawyers from Berger Montague PC to serve as Class Counsel. They will petition to be paid legal fees from the settlement fund, and will also petition for their reasonable legal expenses in pursuing the lawsuit. But you may hire your own lawyer at your expense if you so choose.

When Will the Court Consider the Settlement?

The Court will hold a final approval hearing on September 19, 2019, at 2:00 p.m. at Richard B. Russell Federal Building, 2211 United States Courthouse, 75 Ted Turner Drive, SW, Atlanta, Georgia. At that hearing, the Court will hear any objections concerning the fairness of the Settlement, decide whether to approve the requested attorneys' fees of one-third of the full value of the Settlement plus out of pocket costs not to exceed \$32,000, the requested Class Representative payment of \$3,500 for each Class Representative, and administration costs.

How Do I Get More Information?

For more information, go to www.bankheadsettlement.com or contact the Settlement Administrator at 1-844-546-2346.

To unsubscribe from this list, please click on the following link: [Unsubscribe](#)

From: jennifer@bankheadsettlement.com
Sent:
To:
Subject: Bankhead v. First Advantage Settlement Notice

Notice of Proposed Class Action Settlement

Dear [FIRSTNAME][LASTNAME],

This court-authorized notice has been sent to you because a settlement has been reached in a class action lawsuit that was brought against First Advantage Background Services Corp., a background check company. The lawsuit is called *Bankhead v. First Advantage Background Services Corp.*, and you may be eligible to receive a settlement payment as you have been identified as a Class Member. Please read this notice carefully, as it explains your legal rights in this matter.

What Is the Lawsuit About?

Plaintiffs allege that First Advantage violated the Fair Credit Reporting Act ("FCRA") by allegedly producing background reports on individuals containing non-conviction information older than seven years from the date of the report. First Advantage vigorously denies the Plaintiffs' claim and denies all liability to Plaintiffs and the Class.

For detailed information about the lawsuit and the Settlement, please see the Notice of Settlement and review the Settlement Agreement, available at www.bankheadsettlement.com.

Am I a Class Member?

First Advantage's records indicate you are a Class Member. You are a Class Member because First Advantage produced a report about you between June 23, 2015 and January 27, 2019 that included one or more records older than seven years which included a term listed in Exhibit A to the Settlement Agreement in the disposition field. The records also indicate that you are **not** a member of what the Settlement Agreement calls the Class Members Entitled to Autopay. To be eligible to receive any money, you must submit a Claim Form to the Settlement Administrator.

What Can I Get?

If the Settlement is approved by the Court and you return a Claim Form within the deadline, you may also be entitled to a monetary payment. Class Counsel estimates that payments likely are to be between \$56 and \$58 but this is only an estimate. The exact amount of the payment will depend on a number of factors, such as how many Claim Forms are submitted by other Class Members, the amount of attorneys' fees, Class Representative payment, and Court-approved administration costs.

To receive a payment, you must return a Claim Form.

How Do I Get a Payment?

To be considered for a payment, you must submit a properly completed Claim Form.

You can download a Claim Form or submit a Claim Form online at www.bankheadsettlement.com. Your completed Claim Form must be postmarked or submitted online by no later than July 9, 2019. If you would like a copy of the report at issue to review, please contact the Settlement Administrator at 1-844-546-2346.

How Would I Exclude Myself?

If you do not want to be a Class Member, you may exclude yourself from the Settlement Class by mailing a written notice to the Settlement Administrator by July 9, 2019. This would mean you would not receive a settlement payment, but you will retain your rights concerning the legal issue in the lawsuit. Detailed instructions on how to exclude yourself from the Settlement are available at www.bankheadsettlement.com.

What If I Do Not Agree with the Settlement?

If you do not exclude yourself, but do not like some aspect of the Settlement, you can also object. You or your lawyer can then appear before the Court and object to the Settlement. To object, you must file a written objection with the Court by no later than July 9, 2019. Instructions on how to object to the Settlement can be found at www.bankheadsettlement.com.

Do I Have a Lawyer?

The Court has appointed a team of lawyers from Berger Montague PC to serve as Class Counsel. They will petition to be paid legal fees from the settlement fund, and will also petition for their reasonable legal expenses in pursuing the lawsuit. But you may hire your own lawyer at your expense if you so choose.

When Will the Court Consider the Settlement?

The Court will hold a final approval hearing on September 19, 2019, at 2:00 p.m. at Richard B. Russell Federal Building, 2211 United States Courthouse, 75 Ted Turner Drive, SW, Atlanta, Georgia. At that hearing, the Court will hear any objections concerning the fairness of the Settlement, decide whether to approve the requested attorneys' fees of one-third of the full value of the Settlement plus out of pocket costs not to exceed \$32,000, the requested Class Representative payment of \$3,500 for each Class Representative, and administration costs.

How Do I Get More Information?

For more information, go to www.bankheadsettlement.com, or contact the Settlement Administrator at 1-844-546-2346.

To unsubscribe from this list, please click on the following link: [Unsubscribe](#)

EXHIBIT C

COURT ORDERED NOTICE

*Bankhead v. First Advantage
Background Services, Corp.*

Class Action Notice

Opt-Out Deadline:
07/09/2019

Bankhead v. First Advantage
c/o JND Legal Administration
PO Box 91312
Seattle, WA 98111

[PrintedID]

[Postal barcode]
Postal Service: Please do not mark
barcode.

[MailingID]
[NAME]
[ADDR1]
[ADDR2]
[CITY], [ST] [ZIP]

FIRST CLASS
MAIL
US POSTAGE
PAID
Permit#__

A settlement has been reached in a class action lawsuit, *Bankhead v. First Advantage Background Services, Corp.*, claiming statutory damages against First Advantage for alleged violations of the Fair Credit Reporting Act. Plaintiff claims that First Advantage included in certain background reports non-conviction information older than seven years from the date of the report. First Advantage vigorously denies that it violated any law, but has agreed to the Settlement to avoid the expenses associated with continuing the litigation. This Notice summarizes the proposed Settlement. For the precise terms and conditions of the Settlement, please see the Notice of Settlement and review the Settlement Agreement, available at www.bankheadsettlement.com.

Am I a Class Member? First Advantage's records indicate you are a Class Member. You are a Class Member because First Advantage produced a report about you between June 23, 2015 and January 27, 2019 that included one or more records older than seven years which included a term listed in Exhibit A to the Settlement Agreement in the disposition field. You are one of the Class Members Entitled to Autopay. You will automatically receive money under the Settlement, unless you opt out of the Settlement Class. Other Class Members have to file Claim Forms, but you do not.

What Can I Get? If the Settlement is approved by the Court, you are eligible to receive money. If approved, the amount of payment will depend on the number of qualifying Claim Forms submitted, and the amount of attorneys' fees, costs, Class Representative payment, and administration costs approved by the Court. Class Counsel estimates that those who qualify for payment will likely receive between \$56 and \$58.

How Do I Get a Payment? You will automatically receive money under the Settlement, unless you opt out of the Settlement Class. Other Class Members have to file Claim Forms, but you do not.

What Are My Other Options? You may exclude yourself from the Settlement Class by mailing a written notice to the Settlement Administrator by **July 9, 2019**. If you exclude yourself, then you cannot receive a settlement payment, but you do not release any potential rights you may have relating to the legal issue in the lawsuit. You can also object. If you do not exclude yourself, then you or your lawyer can appear before the Court and object to the Settlement. Your written objection must be filed with the Court no later than **July 9, 2019**. Specific instructions on how to object to or exclude yourself from the Settlement are available at www.bankheadsettlement.com.

Who Represents Me? The Court has appointed a team of lawyers from Berger Montague PC to serve as Class Counsel. They will petition to be paid legal fees from the settlement fund, and will also petition for their reasonable legal expenses in pursuing the lawsuit. But you may hire your own lawyer at your expense if you so choose.

When Will the Court Consider the Settlement? The Court will hold a final approval hearing on September 19, 2019 at 2:00 p.m. at Richard B. Russell Federal Building, 2211 United States Courthouse, 75 Ted Turner Drive, SW, Atlanta, Georgia. At that hearing, the Court will hear any objections concerning the fairness of the Settlement, decide whether to approve the requested attorneys' fees of one-third of the full value of the Settlement plus out of pocket costs not to exceed \$32,000, the requested Class Representative payment of \$3,500 for each Class Representative, and administration costs.

How Do I Get More Information? For more information, go to www.bankheadsettlement.com, or contact the Settlement Administrator at 1-844-546-2346.

COURT ORDERED NOTICE

*Bankhead v. First Advantage
Background Services, Corp.*

Class Action Notice & Claim Form Inside

Claim Filing Deadline:
07/09/2019

Bankhead v. First Advantage
c/o JND Legal Administration
PO Box 91312
Seattle, WA 98111

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Postal Service: Please do not mark barcode.

[MailingID]

[NAME]

[ADDR1]

[ADDR2]

[CITY], [ST] [ZIP]

FIRST CLASS
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Permit#__

A settlement has been reached in a class action lawsuit, *Bankhead v. First Advantage Background Services, Corp.*, claiming statutory damages against First Advantage for alleged violations of the Fair Credit Reporting Act. Plaintiff claims that First Advantage included in certain background reports non-conviction information older than seven years from the date of the report. First Advantage vigorously denies that it violated any law, but has agreed to the Settlement to avoid the expenses associated with continuing the litigation. This Notice summarizes the proposed Settlement. For the precise terms and conditions of the Settlement, please see the Notice of Settlement and review the Settlement Agreement, available at www.bankheadsettlement.com.

Am I a Class Member? First Advantage's records indicate you are a Class Member. You are a Class Member because First Advantage produced a report about you between June 23, 2015 and January 27, 2019 that included one or more records older than seven years which included a term listed in Exhibit A to the Settlement Agreement in the disposition field. The records also indicate that you are **not** a member of what the Settlement Agreement calls the Class Members Entitled to Autopay. To be eligible to receive any money, you **must submit the attached Claim Form** to the Settlement Administrator.

What Can I Get? If the Settlement is approved by the Court and you return a Claim Form within the deadline, you are eligible to receive money. If approved, the amount of payment will depend on the number of qualifying Claim Forms submitted, and the amount of attorneys' fees, costs, Class Representative payment, and administration costs approved by the Court. Class Counsel estimates that those who return the attached Claim Form, and who qualify for payment, will likely receive between \$56 and \$58.

How Do I Get a Payment? You must submit a timely and properly completed Claim Form postmarked no later than July 9, 2019 to be considered for a payment. You may use the Claim Form attached to this Notice or submit a claim online at www.bankheadsettlement.com.

What Are My Other Options? You may exclude yourself from the Settlement Class by mailing a written notice to the Settlement Administrator by **July 9, 2019**. If you exclude yourself, then you cannot receive a settlement payment, but you do not release any potential rights you may have relating to the legal issue in the lawsuit. You can also object. If you do not exclude yourself, then you or your lawyer can appear before the Court and object to the Settlement. Your written objection must be filed with the Court no later than **July 9, 2019**. Specific instructions on how to object to or exclude yourself from the Settlement are available at www.bankheadsettlement.com.

Who Represents Me? The Court has appointed a team of lawyers from Berger Montague PC to serve as Class Counsel. They will petition to be paid legal fees from the settlement fund, and will also petition for their reasonable legal expenses in pursuing the lawsuit. But you may hire your own lawyer at your expense if you so choose.

When Will the Court Consider the Settlement? The Court will hold a final approval hearing on September 19, 2019 at 2:00 p.m. at Richard B. Russell Federal Building, 2211 United States Courthouse, 75 Ted Turner Drive, SW, Atlanta, Georgia. At that hearing, the Court will hear any objections concerning the fairness of the Settlement, decide whether to approve the requested attorneys' fees of one-third of the full value of the Settlement plus out of pocket costs not to exceed \$32,000, the requested Class Representative payment of \$3,500 for each Class Representative, and administration costs.

How Do I Get More Information? For more information, go to www.bankheadsettlement.com, or contact the Settlement Administrator at 1-844-546-2346.

NORTHERN DISTRICT OF
GEORGIA

Case No. 1:17-cv-02910

Bankhead v. First Advantage
c/o JND Legal Administration

PO Box 91312
Seattle, WA 98111

[QR Barcode]

Claim #: ABC-1234567-8

Name/Address Changes:

<<First1>> << Last1>>

<<CO>>

<<Addr1>> <<Addr2>>

<<City>>, <<St>> <<Zip>> <<Country>>

IF YOU MOVE, send your CHANGE OF ADDRESS to ADMINISTRATOR at the above address.

To Receive A Payment You Must Sign And Mail This Claim Form, Postmarked On Or Before July 9, 2019.

This is a notice of a class action settlement. You may be eligible to receive a payment, but further action is required. If the Court approves the Settlement and all requested attorneys' fees, costs, administration expenses, and service payments, and if you qualify for a payment, your estimated settlement payment is likely to be between \$56 and \$58. Your exact payment will depend on the number of qualifying Claim Forms. To receive this payment, you must sign and return this Claim Form by July 9, 2019. If you would like a copy of the report at issue to review, please contact the Settlement Administrator at 1-844-546-2346.

Further details appear at www.bankheadsettlement.com.

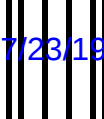
By signing this form you are attesting that First Advantage produced a report about you that included a non-conviction criminal record that predated the report by more than seven years.

Signature: _____

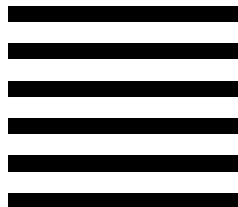
Date: _____

Phone Number: _____

Email: _____



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IN THE
UNITED STATES



BUSINESS REPLY MAIL
FIRST-CLASS MAIL PERMIT NO. 985 SEATTLE, WA

POSTAGE WILL BE PAID BY ADDRESSEE



BANKHEAD V. FIRST ADVANTAGE
C/O JND LEGAL ADMINISTRATION
PO BOX 91312
SEATTLE WA 98111-9846

EXHIBIT D

COURT ORDERED NOTICE

REMINDER: THE DEADLINE TO
SUMBIT A CLAIM IS JULY 9, 2019

You are receiving this reminder
because records indicate that you
may be eligible to recover but have
not yet submitted a claim.

Depending on the number of
claims made, you could receive a
payment of approximately
between \$56 and \$58.

As described further in this Notice,
you may need to submit a Claim Form
to receive payment. A Claim Form is
attached to this Notice or you can file
one at www.bankheadsettlement.com.

Bankhead v. First Advantage
c/o JND Legal Administration
PO Box 91312
Seattle, WA 98111

[Mailing ID]

[QR]

NAME
ADDRESS1
ADDRESS2
CITY, ST ZIP

NORTHERN DISTRICT OF
GEORGIA
Case No. 1:17-cv-02910

Claim Form & Release

Bankhead v. First Advantage
c/o JND Legal Administration
PO Box 91312
Seattle, WA 98111

[QR]

Claim #:

Name/Address Changes:

NAME
ADDRESS1
ADDRESS2
CITY, ST ZIP

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Signature: _____ Date: _____

Phone Number: _____ Email: _____

A settlement has been reached in the class action lawsuit *Bankhead v. First Advantage Background Checks*, in which Plaintiff is claiming statutory damages against First Advantage for alleged violations of the Fair Credit Reporting Act. Plaintiff claims that First Advantage included in certain background reports non-conviction information older than seven years from the date of the report. First Advantage vigorously denies that it violated any law, but has agreed to the Settlement to avoid the expenses associated with continuing the litigation. This Notice summarizes the proposed Settlement. For the precise terms and conditions of the Settlement, please see the Notice of Settlement and review the Settlement Agreement, available at www.bankheadsettlement.com.

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FIRST-CLASS MAIL PERMIT NO. 985 SEATTLE, WA

POSTAGE WILL BE PAID BY ADDRESSEE



BANKHEAD V. FIRST ADVANTAGE
C/O JND LEGAL ADMINISTRATION
PO BOX 91312
SEATTLE WA 98111-9846

EXHIBIT E



**BANKHEAD V. FIRST ADVANTAGE SETTLEMENT
REQUESTS FOR EXCLUSION/OPT-OUTS**

List of Individuals Submitting Exclusion Requests		
Name	City	State
Chang	Glendale	AZ